



The EUI has an open vacancy for a

## Research Fellow in the

# Department of Political and Social Sciences

Florence, 29 May 2024

Reference: V/RF/SPS/3/2024

### Who we are

The **European University Institute** (EUI) at a glance:

- an **international organisation** set up in 1972;
- a research university focusing exclusively on **postgraduate, doctoral and post-doctoral studies**, and advanced research;
- located in the hills overlooking the city of Florence, Italy.

The Institute also hosts the Historical Archives of the European Union.

The Department of Political and Social Sciences (SPS) is one of Europe's leading centres for research on comparative politics, political behaviour and political sociology, the sociology of inequality, analytic sociology, and international relations and security and is European and international in character.

### Employment details

#### Contract type

Full-time (30/30, 40 hours/week). A part-time employment at 80% (24/30 = 32 hours/week) can also be agreed with the Project Director

#### Length of contract

24 months (in case of full-time employment) or up to 30 months (in case of part-time employment at 80%)

Start date **1 September 2024** (negotiable)

Academic contract at the EUI may be further renewed (several times and conditional to the availability of funds), leading to an extension of the period of service up to a total of 5 years, including the first contract period.

#### Salary indication and grade

Grade: CDR3 step 1

The basic net monthly salary after taxes is approximately 3.755 (for full-time contract) Euro, plus allowances if applicable.

More information about conditions of employment is available [here](#).

## About the project

**Project Director(s)** Prof. Valentina Di Stasio

### Project details

For an ERC-funded project ('TARGETS'), we conduct longitudinal research on the impact of ethnic discrimination on the job search process. Ethnic discrimination in the labour market is persistent and pervasive. The job search experiences of ethnic minorities, in particular, are rife with rejections and second tries. On average, they have to apply more often as the majority group to receive an equal number of positive callbacks and face substantial discrimination at the interview and job offer stages. Previous research, however, has paid little attention to the job search behaviour of members of vulnerable groups, and the strategies they may adopt to avoid discriminatory employers. For example, job seekers may conceal ethnic cues in their resumes or target organizations that signal a commitment to diversity in their recruitment material. In this project, we rely on experience sampling methods (digital daily diaries) to analyze job search behaviour as it unfolds over time. We will track the type of organizations that job seekers apply to, how they react to the information reported in the vacancies and the feedback received from employers and whether they adapt their job search strategies in response to perceived discrimination or expectations of success and failure. Drawing on sociological and socio-psychological research on stigmatization, social identity and discrimination, we will examine the coping strategies of vulnerable groups as they try to find employment (preferably, the research will focus on the Dutch context).

### Job description

The research fellow will carry out research work in an independent manner and collaborate on the research work of the project. The research assistant will provide research assistance to the Project Director(s). Main tasks include:

- Carrying out sociological research on discrimination in the labour market, in collaboration with the Project Director;
- Co-designing and fielding a digital daily diary study, in collaboration with the Project Director;
- Monitoring the data collection;
- Analyzing data and disseminating results at conferences and impact events with stakeholders;
- Writing scientific articles on the impact of ethnic discrimination on job search behaviour, based on the newly collected data;
- Assisting the Project Director with project management tasks including attending project meetings;
- Taking part in activities (such as attending seminars) of the Comparative Life Course and Inequality Centre CLIC, at the EUI.

## Qualifications and experience

### Qualifications and Experience

#### Essential:

- PhD in Sociology or a related discipline, with demonstrated expertise relevant to the current project (*PhD students about to defend their thesis are eligible conditional on the successful thesis defence by the contract start date*).
- Demonstrated experience with advanced quantitative research methods and (intensive) longitudinal data analysis, as evidenced by research papers/articles and doctoral training.

#### Desirable:

- Proven experience in collecting data, designing and programming online surveys;
- Knowledge of the Diversity, Equity & Inclusion (DEI) policy landscape, labour market institutions and anti-discrimination legislation of the Netherlands (preferably) or other European countries.

### Languages

Excellent knowledge of English, both spoken and written ([CEFR](#) level: C1 or above). Knowledge of other languages (especially Dutch) constitutes an advantage.

## How to apply

### Deadline

The closing date for applications is ~~12 June 2024~~ **26 June 2024** at midnight (Florence time)

### Contact details

For more information contact [manuela.corsini@eui.eu](mailto:manuela.corsini@eui.eu)

### How to apply

Fill in the [online application form](#) and upload documents as requested

### Data Protection

The purpose of processing the data submitted by candidates is to manage their application in view of a possible pre-selection and recruitment by the EUI. The information candidates provide in their application form is collected for the purpose of the selection procedure. The EUI will ensure that candidates' personal data are processed as required by its Data Protection Policy ([President's Decision No. 10/2019 of 18 February 2019 regarding Data Protection at the EUI](#)).

### Equal opportunities

The European University Institute applies a policy of equal opportunities, which, in accordance with Article 1d of its Staff Regulations, prohibits discrimination on any grounds such as sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation. Any reference in this notice to a person of the male sex must be deemed also to constitute a reference to a person of the female sex.